



CERTIFICATIONS AND AUTHORITY TO OPERATE PROVIDED BY



Contracting With Avue Technologies

GSA Federal Supply Schedules, GWACs, Interagency Agreements, and Federal Socio-Economic Status Partners

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Avue Technologies Corporation (Avue) is the premier federal enterprise service/solution provider and is headquartered in University Place, Washington. Avue is the leader in federal talent acquisition, talent management, talent science, and human capital technology solutions. Clients include a diverse array of agencies that include Title 5 and alternative personnel systems such as Title 38, Title 10, Title 32, and FIRREA. Clients differ in size, complexity, and human capital challenges. Avue is a native-federal HCM Platform offered as a SaaS/Cloud solution, with 99.9% uptime, since 2001.

Avue’s truly unique position as the first and only HR Platform offering that is: (a) Consistent with OMB mandates on “Cloud First” and “Shared First”; (b) A certified (by OMB, OPM, and GSA) HRLoB provider for the entire “core” and “non-core” components of HRLoB; and (c) OMB/ GSA certified as FedRAMP compliant.

Avue is Cloud Complete.



“The HR LOB common solution takes a phased approach to delivering HR services through shared service centers based on a common, reusable architecture that leverages open architecture concepts. ... The HR LOB common solution will enable a shift in emphasis within the agencies from administrative processing to customer service and strategic planning.” —**Feb. 20, 2009, OPM Human Resources Line of Business Report**



“Consistent with the [OMB] Cloud First policy, agencies will modify their IT portfolios to fully take advantage of the benefits of cloud computing in order to maximize capacity utilization, improve IT flexibility and responsiveness, and minimize cost.” — **Feb. 11, 2011, Federal Cloud Computing Initiative, Cloud First Policy, OMB**



“Each Executive department or agency shall ... Ensure that acquisition requirements address maintaining FedRAMP security authorization requirements ...,” applicable to agencies procuring commercial and non-commercial cloud services that support the operations and assets of the agencies. — **Dec. 8, 2011, Memorandum, Security Authorization of Information Systems in Cloud Computing Platforms, OMB**

Avue’s certification as a FedRAMP Compliant HCM Platform is as significant as it is powerful. OMB has required

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that all currently implemented cloud services, and those currently in the acquisition process, meet all FedRAMP requirements or be working toward FedRAMP compliancy, as a FedRAMP In-Process system, on or before June 5, 2014.

This means that any HCM or payroll or HR software hosted for a federal agency, even if procured through an inter-agency agreement or hosted by another federal agency, must meet the strict security and IT standards set by the FedRAMP PMO (GSA and OMB) – and have demonstrated that through a rigorous and well-documented security assessment process. Independent third parties test and assess the system for compliance and the FedRAMP PMO reviews packages submitted for approval.

Avue's FedRAMP Compliant HCM platform means that all 15 modules within the Avue Platform operate under the most current and rigorous security and risk management standards the Federal government requires. Whether it is Talent Management, Talent Acquisition, Classification, Benefits, Position Management, Performance Management, or Learning Management, every element of the Avue HCM Platform is secure and compliant.

Avue's SaaS Platform allows for unlimited concurrent users within the subscriber user community as well as unlimited concurrent candidate and applicant users. Avue believes that any SaaS offering must have at its foundation scalability and reliability. As a result, the Avue Platform rests on the hyperscalable Amazon Web Services (AWS) IaaS GovCloud, which has also been certified as FedRAMP compliant. This underlies our track record of 99.9% uptime since 2001. The combination of Avue's Platform and AWS' hyperscale cloud allow for instantaneous scaling for high or peak loads and ensures all Avue clients have reliable access to the Platform.

Avue operates with an ultra-thin client. With the exception of mobile code use, Avue runs 100% server-side processing. Server-side processing provides three additional benefits – significantly higher security around sensitive PII; speed and responsiveness for end users; and secure access by a mobile workforce. Agency candidate databases consist of hundreds of thousands, and in many cases millions, of accounts. Sensitive PII includes everything from the standard personal information about a candidate or applicant to detailed and sensitive information. Because Avue supports a variety of suitability assessment processes in multi-hurdle candidate assessments, the data on a particular individual may include background investigations data, medical records, medical suitability assessments, psychological assessments, physical fitness ratings, prior misconduct or criminal data, personnel security data, interviewer ratings, qualifications assessments, review panel/board ratings, reference check data, and other similar sensitive information. Lastly, server-side processing allows users to access their account from anywhere the user can access the internet – which allows for mobile workforce access, telecommuting, and access by users traveling to their customer sites.

Avue's business continuity starts with the power of the AWS GovCloud environment. AWS GovCloud (US) is a FedRAMP-Authorized, isolated AWS Region designed to allow US government agencies and customers to move

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sensitive workloads into the cloud by addressing their specific regulatory and compliance requirements.

Utilizing the resilience and elasticity of Amazon Elastic Cloud Compute (EC2), Avue is able to achieve consistent levels of availability of over 99%. Hosted in multiple state-of-the-art, highly-available data centers around the United States, Avue is deployed into multiple Availability Zones that are engineered to be physically and logically isolated from faults that would affect other Availability Zones within a region. Elastic Load Balancers distribute work load across the availability zones of the GovCloud Region, all with the safety and security of a dedicated Federal cloud contained solely inside the borders of the United States.

Further enhancing Avue's business continuity is the ability to restore instances from snapshots, images, or by cloning an existing instance, all in real-time. A failure immediately notifies our 24/7 watch staff, removes the affected instance from the load balancer, and spins up another fresh instance to replace it. In all, Avue is able to provide outstanding levels of availability through purposeful design by utilizing the resilience and elasticity of the AWS GovCloud environment.

You can learn more about FedRAMP by visiting www.fedramp.gov. You'll find Avue under FedRAMP Compliant Systems by expanding the list under "Cloud Compliant Systems with an Agency FedRAMP Authorization." For more, see Avue's FedRAMP page.

Because agencies are under substantial pressure to follow each of these OMB initiatives, as well as the concurrent administrative support budget cuts that drive the same result, these agencies are looking for the most expeditious means of purchasing and deploying Avue. Once you've decided to purchase a subscription to the Avue offering, contracting for the purchase can be quick and easy, using one of the following methods:



INTERAGENCY AGREEMENT

Purchase through an interagency agreement with the U.S. Capitol Police



FEDERAL SUPPLY SCHEDULE

GSA Federal Supply Schedules held by Avue-Approved Resellers



GWACs

Government-Wide Acquisition Contracts of Avue-Approved Resellers



FEDERAL SOCIO-ECONOMIC STATUS

Using an Avue-Approved Reseller with Federal Socio-Economic Status

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At Avue, we understand that HR budgets are tight and most Federal contracting offices are under heavy workloads and sometimes are not in a position to respond to HR procurement needs as quickly as may be needed. That's why at Avue we absorb all external contracting related fees for our customers. These fees include use of a contract vehicle such as the Federal Supply Schedule or various GWACs, as well as fees associated with the use of "assisted acquisition services" from GSA or the GWAC managing agency such as NIH/NITAAC for the CIO-SP3 Contract. Assisted acquisition services enable the purchasing agency to complete the purchase without the need to use scarce internal procurement resources at all.

The Most Expeditious Way to Purchase Avue Digital Services®

The IDIQ available through the United States Capitol Police is the most expeditious manner to purchase Avue. A detailed description of the use of this purchase vehicle is included below, there are two relevant points to be made immediately.

The IDIQ allows for contract award in a matter of days using an agency's own procurement staff professionals. The IDIQ is based on purchase using GSA Federal Supply Schedule 738X. Because the entire USCP-Allied/Avue Contract – including the Multi-Agency Use provision – was competed to an award under Federal Supply Schedule 738X, there is no need for additional competition to award a contract to purchase an Avue Digital Services® subscription from Allied/Avue against this contract. The USCP contract covers all modules in the Avue Digital Services® offering, and provides for other agency use as follows:

“Multi-Agency Use”

“Federal Government agencies may utilize this contract to fulfill their Agencies' requirements that are within the scope of this contract. Agencies that elect to utilize this contract will independently fund, award, and administer all Orders issued by the Agency against this contract.”



There's no fee for using the contract vehicle and your agency still has complete control over your contract. Even better, agencies using this contract vehicle receive the Avue Command Console (ACC) at no additional charge as part of their subscription.

Because the entire USCP-Allied/Avue Contract – including the Multi-Agency Use provision – was competed to an award under Federal Supply Schedule 738X, there is no need for additional competition to award a contract to purchase an Avue Digital Services® subscription from Allied/Avue under this contract.

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As is the case with every agency purchase of an item offered on the GSA Federal Supply Schedule, the agency's contract is completely its own – neither GSA nor anyone else is in the middle. It is settled federal contracting law that any contract awarded to purchase a Federal Supply Schedule item is fully valid for the entire term awarded by the agency so long as the Supply Schedule contract was in place at the time the award was made. As a result, an agency can make a five year contract award for a FSS item during the last month prior to the expiration of that Schedule, and the agency contract is valid for the entire five years notwithstanding the expiration of the Schedule contract.

A purchase of Avue using this IDIQ insures the agency has its own contract with Avue and that the contract survives any actions or timeframes that would occur by USCP or the Federal Supply Schedule.

The interagency purchase method in cooperation with USCP offers the following unique advantages:

- 1. The purchasing agency has its own contract.** It has control and responsibility for all invoicing, payment, operational management, and contract management. The purchasing agency contract award order is directly to an Avue reseller (Allied Technology) and the Master Subscription Agreement that includes all service levels and terms is directly between the agency and Avue. The USCP contract explicitly states: "Federal Government agencies may utilize this contract to fulfill their Agencies' requirements that are within the scope of this contract. Agencies that elect to utilize this contract will independently fund, award, and administer all Orders issued by the Agency against this contract."
- 2. The purchase can be completed within days and the Avue system operational for you in hours.** The USCP Contract was awarded following FAR competitive requirements utilizing Federal Supply Schedule 738X. Because cooperative use of the underlying contract by other federal agencies was explicitly provided through the entire competitive award process there is no need for additional competition.
- 3. The purchase results in the purchaser's ability to add any and all Avue Modules at any time simply by "activating" them.** This ability also results in the purchasing agency receiving an additional 10% discount on its Annual Subscription Fees for all modules.
- 4. There's no fee for using the contract vehicle.** Even better, agencies using this contract vehicle receive the Avue Command Console (ACC) at no additional charge as part of their subscription.
- 5. A very light footprint on internal contracting resources are required.** This purchase avenue requires virtually no use of scarce procurement resources – only two signed forms are required – a simple agency business notice to USCP and then a one page SF-1449 executed by your contracting office.

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GSA Federal Supply Schedules

Schedule 738X SIN 595-22 (Core) and SIN 595-26 (Non-Core) HR Line of Business (HRLoB): OMB/OPM Certified HRLoB Avue Private Sector Shared Service Center offering is available through 2 resellers:

GSA SCHEDULE NO. GS-02F-0263P

Carahsoft Technology Corporation

1860 Michael Faraday Drive

Suite 100

Reston, VA 20190

Attn: Patrick Gallagher 703.871.8583

patrick.gallagher@carahsoft.com

GSA SCHEDULE NO. GS-02F-0028N

Allied Technology Group, Inc.,

a wholly owned subsidiary of

ManTech International

46610 Expedition Drive, Suite 101

Lexington Park, MD 20652

Attn: James Fraser 703.326.3467

james.fraser@mantech.com

Schedule 738X SIN 595-21 and SIN 595-25 HR Support Services: An identical Avue Digital Services module configuration offering is available through Carahsoft and Allied Technology as described above, but through SIN 595-21 instead of the HRLoB SIN 595-22.

Schedule 70: The entire Avue Digital Services offering is available on Schedule 70 through Carahsoft Technology Corporation Contract No. GS-35F-0119Y.

ALL FEDERAL SUPPLY SCHEDULE PURCHASES are done by placing a task order for Avue's solution under the Federal Supply Schedule without conducting a new competition.

FAR 8.404(a) provides that "Orders placed against a MAS [Multiple Award Schedule], using the procedures in this subpart, are considered to be issued using full and open competition. Because "GSA has already determined that the prices of items under schedule contracts to be fair and reasonable," contracting officials at an ordering agency "need not seek further competition, synopsise the requirement, make a separate determination of fair and reasonable pricing, or consider small business programs."

Indeed, "when ... placing orders under Federal Supply Schedule contracts using the procedures of 8.405, ordering activities shall not seek competition outside of the Federal Supply Schedules or synopsise the requirement." (FAR 8.404(a).)

The procedures in FAR 8.405 must be followed. Where the items to be purchased are fixed-priced (as opposed to time and materials), the procedures in FAR 8.405-1 are to be followed ("the ordering activity shall place orders with the schedule contractor that can provide the supply or service that represents the best value. Before placing

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an order, an ordering activity shall consider reasonably available information about the supply or service offered under MAS contracts by surveying at least three schedule contractors through the GSA Advantage! online shopping service, or by reviewing the catalogs or pricelists of at least three schedule contractors.”)

There’s no need to develop a SOW. Avue’s Master Subscription Agreement — which all Avue clients adopt — is incorporated in the Federal Suppl Schedule and serves as the SOW.

Government-Wide Acquisition Contracts



Avue Authorized Reseller ManTech International has a number of GWAC vehicles, including CIO-SP3 through which Avue can be purchased on an assisted, expedited basis.” **Contact James Fraser at ManTech by phone at 703.326.3467 or by email at James.Fraser@ManTech.com.**

Socio-Economic Status Resellers



While Avue itself does not have a Federal Socio-Economic status, Avue has at least one authorized reseller and one authorized subcontractor that meet each of the Federal Socio-Economic status criteria, including Veteran, Women, Minority, 8A, Veteran Disabled, and HUBZone. Contact Avue for a referral.

Avue Cloud Compliance
The Fastest and Easiest Way for Your Agency to Embrace the Cloud
Contact Us at 253-573-1877 or avueinfo@avuetech.com

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Attachment A: USCP Allied/Avue IDIQ Process



When issuing an order under the USCP Allied/Avue IDIQ, you are using the Multi-Agency Use provision which reads as follows:

“Multi-Agency Use”

“Federal Government agencies may utilize this contract to fulfill their Agencies’ requirements that are within the scope of this contract. Agencies that elect to utilize this contract will independently fund, award, and administer all Orders issued by the Agency against this contract.”

Step One: Complete the two-page order request form on the following two pages and forward to:

Deborah Jackson, Contract Specialist
Phone: 202.593.3527 Email: deborah.jackson@uscp.gov

With a copy to:

Cheryl Bowles, USCP Allied/Avue COTR
Phone: 202.593.3324 Email: Cheryl.Bowles@uscp.gov
They will review and approve your request promptly.

Step Two: Complete an SF-1449 order sheet in favor of Allied Technologies Group, Inc., 1803 Research Blvd. Suite 601, Rockville, MD 20004. In Box 20 of the SF-1449, insert the following:

“Purchase of Subscription to Avue Digital Services® in accordance with the Master Subscription Agreement attached. This requirement is acquired via Contract CO OHR200900002 awarded by the United States Capitol Police (USCP) to Allied Technology Group dated 09/12/2009.”

Step Three: Attach the Avue Master Subscription Agreement supplied to you by Avue to the SF-1449.

Step Four: Email the order to Allied Technologies for execution and return to you. Execute on behalf of your agency and provide a contract copy to Allied, Avue, and USCP.

You will receive your initial user accounts within two hours of contract award!

ORDER REQUEST FORM

ORDER REQUEST TO UNITED STATES CAPITOL POLICE
By

[INSERT NAME OF REQUESTING AGENCY]

The United States Capitol Police (hereafter "USCP") currently has in effect USCP Contract No. CO OHR200900002 with Allied Technology Group, Inc., of Rockville, MD, authorized reseller of Avue Technologies Corporation's Avue Digital Services® Subscriptions to a Web-Based Automated Human Resource System provided by Avue.

The _____ [Insert Name of Requesting Agency] (hereinafter "REQUESTING AGENCY"), has a requirement to purchase a subscription to one or more modules of Avue Digital Services®. These services cannot be obtained otherwise conveniently and economically by the REQUESTING AGENCY by contracting directly with a private source.

The Agency requesting to utilize this contract must submit a request in writing at the following address:

United States Capitol Police (USCP)
Office of Financial Management (OFM)
499 South Capitol Street, SW,
Washington, DC 20003
Attention: Deborah Jackson
Contract Specialist
Phone: 202.593.3527
Email: deborah.jackson@uscg.gov

The REQUESTING AGENCY hereby requests the immediate purchase of an Avue subscription for and on behalf of the REQUESTING AGENCY. This request is in the best interest of the government; legal authority for this acquisition exists, and does not conflict with any other agency's authority or responsibility. The Avue Modules to be purchased, and the applicable fees for the current and option years, are described in Attachment A to this Request, which may be modified or supplemented from time to time.

Agencies that elect to utilize this contract will independently fund, award, and administer all Orders issued by the Agency against this contract.

As part of this request, the REQUESTING AGENCY understands and agrees that:

- a. It shall be considered a Subscriber to Avue Digital Services® in its own right and directly subject to the current Avue Master Subscription Agreement that will be provided to it, and will receive all services directly from Avue.
- b. The USCP will have no liability to the REQUESTING AGENCY or Allied/Avue whatsoever with respect to the Avue services purchased per this request.

C. All funds due for the REQUESTING AGENCY'S purchase(s) pursuant to this request shall be invoiced directly to REQUESTING AGENCY by, and paid directly to, Allied Technology Group and not to USCP.

The REQUESTING AGENCY Administrative POC: [Insert Name and Contact Information]

The USCP Administrative POC: Cheryl Bowles, United States Capitol Police, Office of Human Resources Programs, 119 D Street, NE, Washington, DC 20510. Phone: 202.593.3324. Email: Cheryl.Bowles@uscp.gov

Requesting Agency Name	
Signature	
Name	
Title	
Date	